



Pre-Employment Testing Software

Our employee development plans, pre-employment testing software and career skills tests let you identify the applicants and staff who will add value to your company, not take away from what you've worked so hard to build. We give you the real feedback you can use to plan for the future of your business.

Kestly Development gives you the validated programs that you can count on for solid information. We have clients in a wide range of industries like manufacturing, banks, healthcare, government, education, hospitality, customer service and call centers, transportation, service industries, and more. We're the leading national experts in employee retention and engagement that you can rely upon for all your strategic workforce planning.

Coaching to Develop Employee Performance

Managing to ensure superb performance from all employees is crucial, especially during times of economic turbulence. Fortunately, this kind of management is more enjoyable than most tasks and results in increased organizational value.

Profiles International's study, coaching to Develop Employee Performance explores a coaching-based performance management methodology designed to improve employee performance continuously and proactively.

- Transform your managers into coaches
- Implement a coaching-based methodology
- Develop the motivational coach
- Assess the coaching relationship and team dynamics
- Coach to develop



CheckPoint 360°

The CheckPoint 360°™ (CP360) Management Development System ... is used primarily to evaluate and develop managers into leaders.

Assessment Overview: The CheckPoint 360°™ is an employee survey for leaders and used primarily to evaluate the leadership skills and



effectiveness of your managers and leaders. This survey compiles a feedback system from direct reports, peers, supervisors, and even customers, with a personalized program for developing specific leadership skills based on that feedback. The reports explain how to improve training, management techniques, and communication for greater success.

Profiles Performance

The Profiles Performance Indicator™ (PPI) is used for motivating and coaching employees, and resolving post-hire conflict and performance issues – for individuals and “teams.”

Assessment Overview

Profiles Performance Indicator™ is a DISC personality style employee performance assessment test. The employee performance report this test provides can be used to manage employee performance in order to make every employee more valuable and productive. The reports help you understand how an individual can be understood, motivated, and managed so that you can improve job performance. The Profiles Performance Indicator™ also provides recommendations for improving employee performance. Recommendations include: how to respond to job-related stress, frustration and conflict; how to stimulate employee motivation; how to conduct effective performance appraisal; and how to determine whether the employee is internally motivated or will need external stimulation.

Purpose

The Profiles Performance Indicator™ is used to understand employees' behavioral characteristics and to use this knowledge to increase performance of employees.

Measures

- Productivity
- Quality of work
- Initiative
- Teamwork
- Problem solving
- Response to stress and conflict
- Employee performance development



For more information please visit
<http://www.kestlydevelopment.com>